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162 group among the active population was the self-

employed group, those who worked in their own independent enterprises with members of their families or alone, such as small-holders and

● 465 craftsmen of various types. The total income of all working groups was in 1939 about 182.2 million Estonian kroons. Of this sum the various occupational groups received the following shares:

Industry.....	41.7
State and local governmental employees.....	25.7
Agriculture.....	13.1
Trade, including banking and insurance.....	11.6
Professional groups.....	4.1
Transportation.....	2.5

433 Estonia's economy rests on agriculture and industry. In 1939 the net agricultural output

433 was \$110, 000, 000, and that of industry
\$59, 000, 000 (on the basis of 1951 prices).

241 The use of labor in agriculture is shown in
Table 3. There was a trend on Estonian farms
to use more seasonal labor from among mem-
bers of the farmers' families. Hired help was
difficult to get. This scarcity of workers in
agriculture was partly alleviated by the employ-
ment of Polish agrarian workers. The percent-
age of hired workers in agriculture was only 10
per cent of the total number of workers. The
percentage of nonworking farm family members
was 20.8, which leaves for the working members
of the farmers' families 69.2 per cent of the
total number of workers.

464 The distribution of labor in most important
465 branches of industry in the last days of the
Estonian Republic is given in Table 4. An

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Table 4. Types of Plants,¹ Number of Workers in Industry and Average Wages

Branch of Industry	Number of Workers, May, 1937					Hourly Wages in Estonian cents, July, 1938	
	Large-scale	Medium-scale	Small-scale	Crafts	Adjacent branches	Men	Women
Quarries, mines	[19] 1,594	[9] 122	[4] 19	[105] 225		17.9	11.4
Mineral	[27] 2,889	[51] 1,38	[164] 232	[277] 127		11.0	22.5
Metal	[35] 1,689	[97] 994	[228] 696	[2,981] 1,802	[8] 12	15.6	26.8
Chemical	[16] 2,679	[31] 349	[18] 158	[71] 125	[3] 125	10.3	24.7
Leather	[13] 610	[23] 221	[9] 30	[291] 112		18.4	20.9
Textile	[52] 12,530	[63] 624	[162] 379	[1,582] 1,892	[84] 77	16.3	26.8
Wood	[63] 5,775	[169] 2,003	[659] 11,112	[2,663] 1,261	[212] 196	19.8	25.4
Pulp and paper	[11] 2,222	[12] 113	[12] 38	[35] 63	[3] 5	19.3	26.5
Printing, etc.	[19] 1,470	[41] 515	[25] 110	[134] 520		16.3	27.8
Foods and beverages	[29] 2,594	[199] 1,626	[1,125] 1,094	[569] 1,293	[155] 152	19.2	22.4
Clothing, footwear	[15] 1,103	[149] 1,109	[38] 137	[9,708] 12,751		11.9	24.5
Construction	[71] 5,929	[72] 916				13.7	23.3
Electric, gas, water-works	[7] 847	[5] 62	[8] 21			16.5	11.9
Laundries and cleaners				[1,110] 2,478		17.1	21.5
TOTAL	16,731	8,432	6,356	27,379	112	average: 12.7	average: 25.9

¹ Number of plants is given in brackets

464 Industry is considered large-scale when it em-

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ploy 20 or more workers; medium-scale, with 5-19 workers; and small-scale, with fewer than 5 workers.

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The geographic distribution of industry given in Table 5 shows that Tallinn is the most important industrial city of Estonia. It occupies first place in almost every industry, except the mining and oil industries, which are located mostly in Virumaa, Harjumaa and Petserimaa counties. In the textile industry Narva Kreenholm's plants, with nearly 5000 workers, are of considerable importance. In other industries, Tartu is second to Tallinn. There is a great deal of peat mining in Estonia, in almost every county, especially in Harjumaa, Tartumaa, Pärnumaa and Järvamaa.

465 As seen in Table 4, the high-wage industries were quarries and mining, electrical, printing,

- 465 metal and construction industries. The lowest wages were in the leather, cleaning, and food industries, the gap between the lowest and highest wages being 10.8 cents per hour for men, and 10.5 cents for women. Wages of skilled workers were higher, of course, in every branch of industry.

The wages of agrarian workers were rather low, but these workers usually received food and housing from employers and frequently also some compensation in kind. Wages of agrarian workers between the years 1929-38, the depression years and the subsequent recovery period, are given in Table 6:

Table 6. Average Monthly Wages in Kroons of Agrarian Workers

Year	Year-round workers		Seasonal workers		Day-workers (kroons daily)	
	Men	Women	Men	Women	Men	Women
-268- 1929	27.20	19.10	36.80	27.00	2.30	1.80
1932	16.00	11.80	21.90	16.50	1.44	1.14
1935	18.70	13.10	26.20	18.40	1.80	1.40
1937	27.20	19.50	38.10	27.10	2.53	2.03
1938	28.90	21.00	39.80	30.20	2.76	2.24

Wages of industrial workers rose continuously throughout the years of independence. The increase in the total sum of wages paid in all large-, medium- and

● 465 small-scale industry, in the transportation and construction industries, and in trade was as follows:

<u>Year</u>	<u>Millions of kroons</u>
1927	36.2
1930	41.6
1935	43.7
1939	76.0

The average hourly wage of an industrial worker (men and women) was as follows:

<u>Year</u>	<u>Estonian cents</u>
1923	28.6
1927	29.3
1930	32.4
1935	30.2
1939	39.8

465 During the same period, 1929-39, the cost of
511 living index rose less than the wages, as

- 465 illustrated by the following table:

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Table 7. Cost of Living Index and Real Wages.

Year	Cost of Living Index	Real wages (in cents) earned for one hour's work
1923	95.0	95.9
1927	97.8	96.4
1930	96.5	108.1
1935	82.3	118.2
1939	104.2	123.0

465 Salaries of white-collar workers varied. Low salaries were earned by clerical workers (about 80 kroons monthly), and beginning elementary school teachers (about 100 kroons monthly for 12 months). Gymnasium teachers received higher salaries, about 180-220 kroons monthly for 12 months. University professor's salaries averaged 350 kroons a month all year.

464 There are no statistics for the Estonian SSR.

Deportations have drastically decreased the

464 Estonian labor force, especially in agriculture.

In addition, collectivization of farms seems to have resulted in a decline of productivity of labor (see statistics under Subparagraph 3a, AGRICULTURAL POTENTIAL)¹ Many Russian workers have been imported for work in the oil shale mines and oil refineries. Since this industry now furnishes gas to Leningrad, the Soviet officials seem to distrust Estonians in an industry of such importance.

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[465] In 1946 the average monthly wage of the Estonian worker was estimated at 450 rubles, of which he received after all deductions had been made approximately 350 rubles. As compared to 1939, the worker in the Estonian SSR could buy in 1946 for his monthly wages:

	<u>1939</u>	<u>1946</u>
Rye bread.....	398 kg.	103 kg.

¹[cat. 116, pp. 344-367--271- Analyst]

434 Beef.....	114 kg.	10 kg.
Pork.....	84 kg.	10 kg.
Butter.....	38 kg.	5 kg.
Potatoes.....	1592 kg.	88 kg.
Sugar.....	170 kg.	23 kg.

These are estimated official prices, whereas the black market prices are much higher. Purchasing power of wages expressed in clothing has fallen approximately to one-fifth that of 1939.

According to recent refugees from Estonia, the standard of living has not been improved in recent years.

465 A rather wide margin exists between the lower wages and top salaries. For comparison, here are some monthly wages from the year 1952:

	<u>Rubles</u>
Unskilled laborer.....	300-400
Factory worker.....	400-500

● 465	Skilled worker.....	500-800
	Stakhanovites.....	1, 000-3, 000
	University professor.....	5, 000
	Cabinet Minister.....	10, 000-15, 000

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651 REVENUE 1938-39 (continued...)

b) Extraordinary Revenue.....	1.6
Total Revenue	<u>107.6</u>

In general, direct taxes were fairly reasonable in independent Estonia and the size of a family was taken into account. Adults without children paid higher taxes. Indirect taxes came from the customs and excise tax.

Information is lacking about revenues in the Estonian SSR but reports from refugees indicate that the gross income tax is heavier than in pre-Soviet Estonia, averaging about 11 per cent of the gross income of a worker. In addition to the gross income tax the workers must contribute 10 per cent of their wages toward the

• [MS] State loan. By now, the average wage of a worker is about 500 rubles monthly, and his food cost per month is estimated at about 322

Wages and Hours of Labor

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WAGES IN THE BALTIC COUNTRIES

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FOUR Baltic countries—Estonia, Finland, Latvia, and Lithuania—are related to one another not only by their geographical location on the eastern shores of the Baltic Sea but also by their historical background, for they all belonged to the former Russian Empire. Estonia, Latvia, and Lithuania were merely provinces of that empire, but Finland was an autonomous state, although with considerably restricted autonomy.

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Of these countries, Finland is the largest in territory and population, having about 3,365,000 inhabitants, while Estonia is the smallest, with about 1,127,000 inhabitants.

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The level of industrial development and relations and of educational standards in the Baltic countries more nearly resembles that of Scandinavian than of any other European group of countries.¹ Also, although wages are lower in the Baltic countries, it is generally agreed that the cost of living is also lower than in the Scandinavian countries.

*Wages in Estonia²*E
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The wage rates as indicated in the following tables represent the wages as received by workers, and include deductions for sickness and accident insurance. For sickness insurance, the deduction is 2 percent of the wages, to which the employer adds 4 percent. For insurance against accident no deduction is made, but 1 percent is contributed to the insurance fund by the employer alone.

AGRICULTURE

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The shortage of farm laborers in 1937 affected the wage situation in Estonian agriculture, causing the wages to rise. Thus, for example, the average monthly wages of male farm hands employed on a yearly contract increased from 22.10 krooni³ in 1936 to 27.20 krooni in 1937, or 23 percent. For females the increase was 22 percent, their average monthly wage rate for 1937 being 19.50 krooni. Farm workers employed on a summer contract were paid the following average monthly wages in 1937: Male laborers, 38.10 krooni, female laborers 27.10 krooni, and herders 19.80 krooni, representing increases of 23 percent, 22 percent, and 19 percent from the corresponding figures for 1936. Table 1 gives the wages for farm laborers in 1937, employed on both yearly and summer contracts, according to age. Averages for workers aged 18 to 50 are also shown by years from 1933 to 1937.

¹ See Monthly Labor Review, November 1938, pp. 1133-1144: Wages and Hours in Scandinavian Countries, 1927-38.

² Report of Edward Hunt, clerk of American Consulate at Tallinn.

³ Kroon (100 senti) in 1936 to 1938—about 37 cents, U. S. currency.

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Monthly Labor Review—August 1939

TABLE 1.—*Wages of Agricultural Laborers in Estonia, 1937, on Yearly and on Summer Contracts, by Age and Sex*

[Average exchange rate of kroon in 1937—about 37 cents]

Age of workers	Yearly contract (with board)				Summer contract (with board)			
	Average yearly wage		Average monthly wage		Average yearly wage		Average monthly wage	
	Males	Females	Males	Females	Males	Females	Males	Females
1937:	Krooni	Krooni	Krooni	Krooni	Krooni	Krooni	Krooni	Krooni
15-17 years.....	208.8	147.6	17.4	12.3	105.8	140.0	26.8	28.3
18-24 years.....	310.8	222.0	25.9	18.5	225.1	186.7	35.2	26.9
25-50 years.....	356.0	243.4	29.0	20.2	245.2	167.4	40.6	27.4
Over 50 years.....	356.8	235.6	29.0	18.8	205.5	131.8	33.4	22.2
Average, 18-50 years:								
1933.....	172.8	128.4	14.4	10.7	121.5	90.2	19.5	14.7
1934.....	200.4	141.6	16.7	11.8	142.8	108.8	22.7	16.6
1935.....	224.4	157.2	18.7	12.1	162.4	116.0	26.2	18.4
1936.....	265.2	192.0	22.1	15.0	195.1	137.8	30.9	22.2
1937.....	326.4	234.0	27.2	19.5	237.9	167.0	38.1	27.1

Wages paid day laborers in Estonian agriculture vary according to season—seeding, haymaking, and harvesting. Table 2 gives the range in day laborers' wages (with board) according to season and the average for the three seasons for the years 1933 to 1937.

TABLE 2.—*Wages of Day Laborers in Estonian Agriculture, 1933 to 1937, by Sex and Year*

Year	Daily wage (with board)			
	Range, according to season		Average (3 seasons)	
	Males	Females	Males	Females
	Krooni	Krooni	Krooni	Krooni
1933.....	1.13-1.34	0.83-1.07	1.21	0.95
1934.....	1.20-1.55	0.90-1.25	1.30	1.10
1935.....	1.47-1.80	1.10-1.40	1.60	1.30
1936.....	1.74-2.14	1.31-1.72	1.90	1.49
1937.....	2.06-2.53	1.57-2.03	2.29	1.90

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Herders are paid according to age. Average wages (with board) for the summer season and per month in 1937 were 108.9 krooni and 19.9 krooni, respectively. Herders up to 15 years of age received 77.0 krooni per summer season and 16.9 krooni per month; 15 to 17 years of age, 127.1 krooni and 20.6 krooni; and those over 17 years of age, 140.9 krooni and 22.5 krooni.

Monthly wages, according to contract, of agricultural laborers and general cost-of-living indexes are given in table 3 for the years 1933 to 1937.

Wages and Hours of Labor

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TABLE 3.—Monthly Wages of Agricultural Laborers and Cost-of-Living Indexes in Estonia, 1933 to 1937

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Year	Monthly wage (in krooni) of laborers on—						General cost-of-living index (1913=100)
	Yearly contract		Summer contract		Day work		
	Males	Females	Males	Females	Males	Females	
1933	14.4	10.7	19.5	14.7	26.0	22.8	86
1934	16.7	11.8	22.7	16.6	23.3	20.4	87
1935	18.7	13.1	26.2	18.4	26.4	21.2	88
1936	22.1	16.0	30.9	22.3	45.6	25.8	96
1937	27.3	19.5	38.1	27.1	56.0	42.2	104

INDUSTRIAL WORKERS

There were partial increases in wage rates in Estonia in 1937, particularly in seasonal industries, such as the building trades and others. In table 4 average hourly wages and hours of labor per day are presented, according to size of establishment and by sex, for 1936 and 1937.

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TABLE 4.—Average Hourly Wages and Average Hours Per Day of Industrial Workers in Estonia, 1936 and 1937

[Average exchange rate of Estonian sent in 1937—about 0.37 cent, U. S. currency]

Industrial enterprises employing—	Average hourly wages				Average hours of labor per day							
	1936		1937		First half of—				Second half of—			
					1936		1937		1936		1937	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
50 or more workers	37.4	24.3	40.5	25.9	8.06	7.91	8.11	7.79	8.12	7.94	8.14	7.85
20 to 49 workers	34.9	21.3	37.6	23.5	8.10	7.73	8.06	7.91	8.05	7.90	8.22	7.87
5 to 19 workers	30.9	19.5	33.0	20.8	7.91	7.78	7.91	7.85	7.96	7.79	7.95	7.79
Less than 5 workers	24.1	14.7	28.3	18.6								

Average hourly wage rates of industrial workers in Estonia are presented in table 5, for the second half of 1937, according to size of establishment and by sex and industry.

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Monthly Labor Review—August 1939

TABLE 5.—Hourly Wage Rates of Industrial Workers in Estonia, Second Half of 1937, by Sex and Industry

[Average exchange rate of Estonian senti—about 0.27 cent, U. S. currency]

Industry	Average hourly wage rate for enterprises employing—			
	20 workers or more		5 to 19 workers	
	Males	Females	Males	Females
	Senti	Senti	Senti	Senti
Average, all industries.....	41.2	28.8	33.6	24.2
Mines and quarries.....	44.8	29.9	32.2	19.8
Bast.....	48.7	35.2	31.9	19.8
Oil shale mines.....	45.1	28.8	—	—
All others.....	30.0	23.6	22.2	—
Working of minerals.....	40.5	20.7	37.8	26.1
Cement.....	38.2	23.8	43.7	22.2
Ceramic.....	37.9	22.0	35.1	20.0
Glass.....	45.9	18.9	28.0	18.6
All others.....	55.6	—	40.1	—
Metal industry.....	44.9	20.1	34.6	19.6
Machine building and repairing.....	41.1	24.9	35.8	—
Shipbuilding and repairing.....	45.0	22.8	34.1	—
Railway and streetcar workshops.....	54.3	35.3	48.2	—
All others.....	41.3	28.0	33.8	19.9
Chemical.....	34.0	27.2	37.8	22.2
Safety match.....	47.0	32.3	—	—
Shale oil.....	37.7	23.0	—	—
All others.....	38.5	27.2	27.7	22.2
Leather.....	35.9	22.5	30.5	17.1
Rawhide.....	37.5	22.4	33.1	20.6
Leather-goods manufacturing.....	28.8	23.0	22.5	14.9
Textile.....	24.6	26.6	31.8	22.3
Cotton.....	32.6	27.5	39.1	28.3
Wool.....	34.0	26.0	31.8	20.9
Flax.....	31.6	25.1	41.3	17.2
Cotton-cloth weaving, rayon and knitted wear.....	41.1	29.1	34.1	26.4
All others.....	35.9	23.7	27.3	19.9
Woodworking.....	39.5	25.8	31.4	21.7
Sawmills.....	34.0	20.2	28.8	17.4
Plywood and furniture manufacturing.....	44.7	29.8	34.1	20.8
All others.....	37.4	19.5	34.4	19.4
Paper.....	30.6	20.5	29.3	20.3
Woodpulp and paper manufacturing.....	39.7	27.8	27.5	18.1
Paper-goods manufacturing.....	37.8	24.3	30.9	20.3
Printing industry.....	48.4	31.5	32.5	21.2
Foodstuffs, spices and beverages, manufacture of.....	38.1	21.3	31.5	20.5
Flour mills.....	36.2	20.6	32.3	21.2
Chocolate and candy manufacturing.....	39.7	19.3	41.2	20.2
Slaughterhouses.....	37.4	23.3	46.4	27.7
Malt factories and beer breweries.....	37.9	22.9	41.7	26.7
Tobacco.....	42.7	27.8	—	22.1
All others.....	37.7	20.9	30.6	20.4
Wearing apparel.....	44.2	24.3	39.3	22.1
Clothing.....	49.7	24.7	41.8	23.1
Footwear.....	51.3	27.8	40.6	22.0
Haberdashery and fashion goods.....	30.3	20.7	23.7	17.6
All others.....	—	—	35.7	20.6
Building.....	41.7	23.5	30.7	22.0
Construction and repair of buildings.....	42.4	21.8	39.4	22.9
Exterior construction.....	40.7	25.8	39.0	—
Public utilities.....	44.9	34.4	39.8	—
Electrical power stations.....	43.3	34.4	33.6	—
Gas plants and water-supply systems.....	50.4	—	67.7	—
Cleaning.....	37.8	21.0	35.3	21.0

TRANSPORTATION

Hourly wage rates of transportation workers (except railways and shipping) and of street-railway employees are given in table 6. These rates are for July 1937 and are shown by occupation and sex for the cities of Tallinn and Tartu.

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TABLE 6.—Hourly Wage Rates of Transportation Workers (Except Railways and Shipping) and Street-Railway Workers in Estonia, July 1937

Occupation	Hourly wage rates (in senti)			
	Tallinn		Tartu	
	Males	Females	Males	Females
Bus drivers.....	43.1		34.0	
Bus conductors.....		23.9		14.7
Streetcars:				
Motormen.....	33.5			
Conductors.....	31.6	30.8		
Truck drivers.....	45.2			
Transport workers.....	40.6			
Port workers.....	30.5			
Warehouse workers.....	64.0	33.3		
Common laborers.....	30.9	21.6		
	31.8	29.0		

Wages in Finland *

The labor legislation of Finland provides for an 8-hour day and a 48-hour week for practically every branch of labor with the exception of shipping, household work, and agriculture.

A worker is entitled to a 4-day vacation with full pay after 6 months and to 7 days with full pay after 12 months. Full wages are also paid for December 6, the Finnish Independence Day.

A maximum of 350 hours of overtime per year may be worked by employees over 18 years of age. Time and a half is paid for the first 2 hours and double time for subsequent hours of overtime. Double time is paid for Sunday and holiday work.

AGRICULTURE

Of the farm laborers paid by the year, over 80 percent receive board; the remainder, in addition to board, receive payment in kind as well as cash wages. Practically all the female workers belong to the latter group. Payment in kind consists chiefly of wearing apparel, but in some cases also food products, land for cultivating potatoes, and grazing rights. In table 7, payments in kind calculated at current prices, but not board, are included in the wages.

TABLE 7.—Average Annual Wages of Farm Workers in Finland, by Sex, 1936-37 and 1937-38

[Average exchange rate of markka in 1937 and May 1938—2.3 cents]

Occupation and sex	With board			Without board		
	1936-37	1937-38	Percent of increase	1936-37	1937-38	Percent of increase
Males:	<i>Markkas</i>	<i>Markkas</i>		<i>Markkas</i>	<i>Markkas</i>	
Foremen.....	8,890	7,896	19.7	11,916	13,037	9.4
Hired men.....	3,337	4,338	29.9	7,388	8,974	21.6
Females:						
Barn maids.....	4,090	4,990	19.8			
Maids.....	3,483	3,131	29.9			
Housekeepers.....	3,567	4,038	13.2			

* Report of B. Reuth Riggs, American Consul at Helsinki.